



Dane County Office of Equal Opportunity

A Quarterly Newsletter Focused on Equity Issues in Dane County, Wisconsin

July 2013

American Bar Association—Racial Justice Improvement

Volume 1, Issue 3

The ABA grant extends for a two-year period beginning in June 2013. The ABA will assist the Dane County on lowering racial disparities in the criminal justice system using technical advice, data analysis and facilitation.

American Bar Association Selects Dane County as One of Four National Sites!

Dane County Executive Joe Parisi and Dane County District Attorney Ismael Ozanne announced today that the county has been selected to receive a \$24,000 grant from the American Bar Association (ABA) to aid Dane County in its work to reduce racial disparities in the criminal justice system.

“It is critical that we take a detailed look at the initiatives in which we have engaged to reduce racial disparities,” said Dane County Executive Joe Parisi. “This grant will help us move forward with the best practices to reduce disparities.”

In 2010, the American Bar Association Criminal Justice Section launched the Racial

Justice Improvement Project (RJIP), with support from the Bureau of Justice Assistance (BJA). The RJIP is a two-year federally funded initiative designed to identify and reform policies and practices that produce racial disparities in local criminal justice systems across the country. The grant award has been extended to include Dane County as one of four new sites chosen nationwide.

Wisconsin overall, and specifically Dane County, has consistently ranked as one of the highest places for criminal justice racial disparities in the country.

The CJC has utilized the Dane County Task Force on Racial Disparities in the Criminal Justice System Report 2009, the Dane County Implementation Team’s work, as well as fact gathering and program analysis from CJC members, to maintain a continued effort at reduction of disparities.



“This is a great opportunity for Dane County and the criminal justice community to impact racial disparities here at home as we learn from other communities with similar issues,” said Dane County District Attorney Ismael Ozanne. “To be chosen for this grant is certainly tied to the magnitude of the problem we face here in Dane County. The support from the American Bar Association can only help us move forward with the task at hand.”



Pictured at the George Washington Law School—American Bar Association Training:

District Attorney Ismael Ozanne, Site Director Colleen Clark, Supervisor Shelia Stubbs, Chief Judge William Foust, Public Defender Dee Dee Watson, Madison Police Chief Noble Wray.

Dane County’s Workforce —continues steady increase in workforce diversity.

Since the creation of the Office of Equal Opportunity in 2000, Dane County government has experience a steady increase in its diverse workforce [see graph below]. Overall the County’s number and percentage of persons of color has gradually increase from 9% to over 13% in 2013. Dane County’s most recent quarterly workforce reports reveals the percentage and number of employees of color is at an all time high at 13.5%.

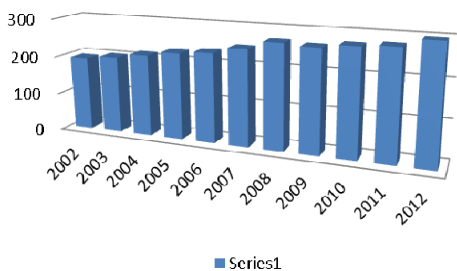
Dane County’s number and percentage of women employees has consistently been over 50% of the employee workforce since 2000 and is currently also at an all time high of 53.6%.

Dane County’s percentage of persons of color and women compare favorably to similar sized public agencies such as the City of Madison and various state agencies (see chart below).

There are several Equal Employment Opportunity [EEO] job groups of employees that Dane County is seeking to increase their workforce of persons of color and women to continue to diversify its employee workforce. For persons of color: Officials/Administrator[Management & Supervisory positions];Protective Services[Deputy Sheriffs];Service /Maintenance [Janitors, HWY Workers, etc..]Skilled Crafts and Technicians. For women: Professional; Protective Services[Deputy Sheriffs];Service / Maintenance [Janitors, HWY Workers, etc..]Skilled Crafts and Technicians.

Minority overall workforce in Dane County has increase progressively over time to the highest it has ever been.

**Dane County Workforce Trends--
Racial/Ethnic Minorities**



Year	Minority No	Minority %	Women	
			Number	Women %
2002	194	9.3%	1080	51.9%
2003	202	9.9%	1065	52.0%
2004	214	10.3%	1079	51.8%
2005	226	10.8%	1081	51.8%
2006	233	11.3%	1077	52.1%
2007	249	11.8%	1095	52.0%
2008	270	12.3%	1159	52.7%
2009	265	12.0%	1174	53.2%
2010	274	12.3%	1182	53.2%
2011	279	12.6%	1169	53.0%
2012	289	13.3%	1162	53.4%
2013	298	13.5%	1152	53.3%

Agency	Year	Total	Female	Female %	Minority	Minority %
Dane Co.	2012	2175	1152	53.4%	289	13.3%
City. Madison	2012	2701	836	31.0%	410	15.2%
WI. DWD	2010	1368		64.5%		16.7%
WI. DHS	2010	5388		65. %		13.6%
WI. DOT	2010	3109		38.8%		10.1%
WI. Corrections	2010	10070		41.8%		9.3%
WI. DVR	2010	1193		78.3%		9.9%



“Equal Opportunity Commission Hosts a Public Meeting!”

July 31, 2013

5:30 pm

Boys and Girls Club of Dane County

4619 Jenewein Road, Fitchburg, Wi

Come to this great opportunity to share your insights about the needs of your community and Dane County. You also will be able to learn about the Dane County Budget, Equal Opportunity Commission, and Dane County Office of Equal Opportunity initiatives for equity. Your voice needs to be heard—please attend!



Dane County Equal Opportunity Commissioners:

Colleen Butler, Chair

Tiffany C. Keogh

Supervisor Leland Pan

Daniel Remick

Supervisor Heidi Wegleitner

Juan Carlos Reyes

David E. Schlueter

Georgina Taylor

Doua Vang

Dane County Office of Equal Opportunity supports an inclusive organization, where all people—including people of diverse social and cultural groups (gender, race, ethnicity, class, disability, sexual orientation)—experience uncompromising respect and dignity.

Dane County Office of Equal Opportunity

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